



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1 May 2023 **Period start date** **To** 30 April 2024 **Period end date**

Charity name: Springboard Youth Academy CIO

Charity registration number: 1191062

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The objects of the organisation are to act as a resource for young people who are migrants, refugees or asylum seekers up to the age of 21 living in London and the surrounding areas by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:</p> <p>(a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;</p> <p>(b) advancing education;</p> <p>(c) providing recreational and leisure time activities in the interest of social welfare, designed to improve their conditions of life.</p> <p>Nothing in this constitution shall authorise an application of the property of the CIO for the purposes which are not charitable in accordance with [section 7 of the Charities and Trustee Investment (Scotland) Act 2005] and [section 2 of the Charities Act (Northern Ireland) 2008]</p>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>Our Saturday, half-term, and summer supplementary programmes offer an innovative space for newly arrived teenagers, where they can make friends and settle into British life. Young people learn life skills that set them up for independent living, practise English through a bespoke creative and participatory ESOL programme, and also have academic, wellbeing and 1:1 support worked into their timetable.</p>

		<p>Saturday programme Springboard's Saturday supplementary programme is grounded in participatory English learning, exploring culture, science and the world around us through creative workshops, fitness and trips. This programme has a strong focus on English reading and writing, with a bespoke curriculum that the group moves through in four-week arcs. Young people receive a tailored workbook that covers each theme which they work through with the group and can take home with them at the end of the programme. This programme is an opportunity to build on the great times we have on our holiday programmes, with the added benefit of being able to offer longer-term support to the young people we work with.</p> <p>Half-term programmes Our half-term programme series takes place every half-term and focuses on life skills and creative expression through interactive skill-building sessions encouraging oral English skills and speaking practice. Each half term is dedicated to a different skills theme: in October we explore independent living skills (eg. healthy eating, sexual health literacy, self-advocacy); in February we focus on strategies for language learning and education pathways; and in May we explore our values and personal resilience.</p> <p>Summer programme Our signature summer programme includes four action-packed weeks of creative activities, sports and trips. This programme has an ESOL foundation with a focus on speaking, reading and performance skills, explored through a different creative theme each week, i.e. poetry, crafts and visual art, theatre, etc.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The trustees are aware of this guidance and it forms part of our trustee induction process.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
		N/A

Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	<p>Volunteer Placement Students Our on-site volunteer placement students assist Facilitators by supporting young throughout our programmes, enthusiastically getting involved in activities and providing general encouragement and language support in smaller groups. Some also assist with collecting data from young people and the team to help us measure our impact.</p> <p>Peer Leaders Peer Leaders are Springboard Graduates and other young adults with forced migration backgrounds who train with us in youth work and facilitation, curriculum design and research and evaluation skills, all while supporting the young people on our programmes. When they finish training, they formally join the organisation as paid staff or trustees.</p>
Other		N/A

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	During our fourth financial year as a CIO, we delivered our programmes during term-time Saturdays, half-terms and summer. During this period, we supported 131 newly arrived young people through their first days of being in the UK, to enrolling in college and building their lives independently. We saw young people on our programmes improve their oral and written English skills, build confidence, expand their social networks and acquire new life skills. Referees commented on significant improvements in English, confidence, life skills and wellbeing. Our team also provided basic casework and signposting for young people where needed. Expanded into delivering ESOL sessions for partner organisations in the voluntary sector.

Additional information (optional)

You may choose to include further statements where relevant about:

	Para 1.41	
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Achievements against objectives set		<p>This financial year was the third year of our three-year vision, which included developing a peer leadership programme, securing core funding to increase financial sustainability, increasing the number of staff and trustees with lived experience of forced migration to 50%, expanding our presence by opening another hub, producing our own sellable education resource and sharing best practice with other organisations. During the '23-'24 FY, we managed to make significant progress across most areas, including:</p> <ul style="list-style-type: none"> - Another two of our graduates became Peer Leaders this year. One of these Peer Leaders transitioned into a paid Learning Support Assistant role with the team after three months of shadowing and additional training. We had a total of four former Peer Leaders on staff as Learning and Support Assistants this year, accounting for half of the delivery team. - Fully securing all funding needed for the following FY. - We Crowdfunded for, and piloted, a second campus in South London and delivered two half term programmes in parallel for the first time. - At the end of 2023, our Saturday curriculum and workbooks were featured alongside a number of inspiring initiatives from across the globe in a learning project highlighting inclusive and sustainable promising practices in refugee education. - We collaborated with the School of African and Oriental Studies (SOAS) on the 'migration and marginalisation' strand of their Festival of Social Science, consulting on how to make the festival more participatory and accessible and delivering four creative ESOL workshops to students from across London.
Performance of fundraising activities against objectives set	Para 1.41	<p>During the reporting period, we applied for six grants and were awarded three of them. We also raised £3,600 in unrestricted funds through our 2023 holiday fundraiser. This enabled us to pilot a new campus in South London for our February Half-term Programme, running simultaneously in two locations for the first time. As a result of successful fundraising efforts, we were able to increase wages in line with inflation and offer clinical supervision to our team for the first time.</p>
		N/A

Investment performance against objectives	Para 1.41	
Other		N/A

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Springboard has been successful in securing grants to sustain facilitator costs, operational costs and ongoing curriculum development. It has been more challenging to secure funding for the Director's salary, so this is a high priority for the upcoming year. There may also be some new costs for venue hire. Opportunities for in-kind partnerships have become more limited, so it's likely Springboard will need to start factoring venue costs into its annual financial forecasting.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	We aim to always maintain reserves for 3-6 months' winding down costs. Our current reserves come from our annual holiday fundraisers and other one-off donations from supporters. They are used to cover core costs that aren't covered by project funding.
Amount of reserves held	Para 1.22	£29,229. More than half of the reserves showing in our accounts at year end were previously committed and spent in the first two quarters of the following financial period. This results from our programmes running on a school year calendar, while our financial year runs May-April.
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	We have no current concerns and have begun securing longer-term overhead funds to meet our running costs.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	The majority of our funds come from grants from trusts and foundations. We also run an annual holiday fundraiser to generate additional unrestricted funds to support additional overhead costs not covered by our grant funding. Our trading income is in line with our charitable objectives and comes from local authority enrolment fees that support the running of our summer programmes, as well as providing English language sessions on behalf of other voluntary sector organisations.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A

A description of the principal risks facing the charity	Para 1.46	Grants from trusts and foundations have brought some financial security, but some of Springboard's multi-year grants will end next FY. Springboard aims to bring longer-term stability through applying for more multi-year grants and diversifying funding streams.
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Foundation Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>Appointment of charity trustees</p> <p>(1) Apart from the first charity trustees, every trustee must be appointed by a resolution passed at a properly convened meeting of the charity trustees.</p> <p>(2) Charity trustees serving as Chair, Vice-Chair, Treasurer and Secretary shall be appointed for terms of two (2) years respectively and may in that continuing capacity stand for office as a charity trustee for a maximum of three (3) consecutive terms. All other charity trustees shall be appointed for terms of one (1) year and may stand for office as a charity trustee for a maximum of three (3) consecutive terms.</p> <p>(3) In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	<p>Induction</p> <p>All new trustees are provided with:</p> <ul style="list-style-type: none"> (a) a copy of the constitution and any amendments made to it; and (b) a copy of the CIO's latest Trustees' Annual Report and statement of accounts. <p>Training</p> <p>Trustees undertake governance and safeguarding training at the start of their role. In addition, specific training courses are provided according to trustees' individual areas of focus, such as in charity finance or impact measurement.</p>
The charity's organisational structure and any wider	Para 1.51	The charity's organisational structure is illustrated below.

network with which the charity works		<pre> graph TD Trustees[Trustees] --> Director[Director] Trustees --> Advisers[Advisers] Director <--> Advisers Director --> Facilitators[Facilitators] Director --> PM[Programmes Manager] Director --> CT[Curriculum Team] Advisers --> CT PM --> LSA[Learning & Support Assistants] PM --> PL[Peer Leaders / Placement Students / Volunteers] </pre>
Relationship with any related parties	Para 1.51	N/A
Other		N/A

Reference and Administrative details

Charity name	Springboard Youth Academy CIO
Other name the charity uses	N/A
Registered charity number	1191062
Charity's principal address	Suite 3, Wenzel House Olds Approach, Tolpits Lane Watford WD18 9AB

Names of the charity trustees who manage the charity

		Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
	1	Emily Huballah	Chair	July 2022 - Present	
	2	Aiswarya Kishor	Co-Vice Chair	August 2020 - August 2023	
	3	Merel Eusman	Treasurer	February 2023 - Present	
	4	Elaha Walizadeh	Secretary	August 2022 - Present	
	5	Keisha Simms		July 2022 - Present	
	6	Tania Khojasteh		August 2020 - Present	
	7	Daniella Airapetjana		August 2020 - Present	
	8				
	9				
	10				
	11				
	12				
	13				
	14				
	15				
	16				
	17				
	18				
	19				
	20				

Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)



Full name(s)

Emily Huballah

Position (eg Secretary,
Chair, etc)

Chair

Date

28/02/2025

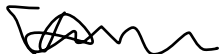


Springboard Youth Academy CIO			Charity No (if any)	1191062	CC16a
Annual accounts for the period					
Period start date	01/05/2023	To	Period end date	30/04/2024	

Recommended categories by activity	Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total funds £ F04	Prior year funds £ F05
A1 Receipts					
Donations	3,689		-	3,689	8,403
Grants	14,700	86,283	-	100,983	70,943
Charitable activities	8,571		-	8,571	7,280
Sub total (Gross Income for AR)	26,960	86,283	-	113,243	86,626
A2 Asset and investment sales, (see table).					
	-		-	-	
				-	
Sub total	-	-	-	-	-
Total receipts	26,960	86,283	-	113,243	86,626
A3 Payments					
Materials		1,700		1,700	1,842
Staff Costs	24,515	37,079		61,594	50,006
Professional Fee	2,400	1,536		3,936	3,336
Printing & Postage	910			910	511
Insurance		545		545	182
IT Consumables and Telephone		215		215	149
Travel & Subsistence		6,518		6,518	4,429
Membership fee		500		500	200
Admin cost		58		58	350
Advertising cost	175	36		211	
Sundry cost	606			606	
				-	
				-	
				-	
Sub total	28,606	48,186	-	76,792	61,005
A4 Asset and investment purchases, (see table)					
					-
					-
Sub total	-	-	-	-	-
Total payments	28,606	48,186	-	76,792	61,005
Net of receipts/(payments)	- 1,646	38,097	-	36,451	25,621
A5 Transfers between funds					
A6 Cash funds last year end	30,875	7,431	-	38,306	12,685
Cash funds this year end	29,229	45,528	-	74,757	38,306

Section B

Balance sheet

Categories	Details	£ Unrestricted funds to nearest £	£ Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank			
	Current Account	29,229	45,528	
	Total cash funds (agree balances with receipts and payments account(s))	29,229	45,528	-
		OK	OK	OK
		Unrestricted funds 86283	Unrestricted funds to nearest £	Endowment funds to nearest £
Other trading activities				
B3 Investment assets		Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use		Fund to which asset belongs	Cost (optional)	Current value (optional)
B5 Liabilities		Amount due (optional)	Amount due (optional)	When due (optional)
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
			Emily Huballah	28/02/2025



Section A

Independent Examiner's Report

Report to the trustees/
members of

Springboard Youth Academy CIO

On accounts for the year
ended

30/04/2024

Charity no
(if any)

1191062

Set out on pages

1 -2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30 /04 /2024.

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:

Date:

24/02/2025

Name:

S Ahmed

Relevant professional
qualification(s) or body
(if any):

ICAEW

Address:

Suite F3 Wenzel House, Olds Approach, Tolpits Lane
Watford WD18 9AB

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.